

Physical & Verbal Altercation Management

The Department Policy

Rocky Mount Parks and Recreation

The Rocky Mount Parks & Recreation Department strives to promote the ideals of teamwork, physical conditioning, sportsmanship, good manners, and respect for all throughout its six programming divisions. It is imperative that participants, spectators and volunteers accept these goals and work together to insure they are met. Therefore, any rude or unsportsmanlike conduct, including, but not limited to , fighting, verbal abuse or racial/gender epithets involving fans/audience, leaders or participants will not be tolerated.

Physical & Verbal Altercation Management Policy

I. Fighting

A hostile encounter with another party or parties, resulting in a physical struggle or contact, will be defined as a “fight.” Fighting by any participant, volunteer or spectator associated with a Rocky Mount Parks & Recreation Department event/activity will not be tolerated.

A. Leaders

A leader is an individual who holds any supervisory position, including but not limited to, program coaches, assistant coaches, program officials, program supervisors and program instructors. It is the responsibility of leaders to provide an environment where program participants can grow physically, mentally and socially, and to provide an appropriate example of self-control and integrity for participants and spectators. Any leader involved in a fight will be subject to the following disciplinary action:

Lifetime suspension as a leader or participant in Department programs related to the category of program in which the altercation occurred. Also, if related to a sports program, one year (from the date of the altercation) suspension as a spectator at all the Department’s sports events and activities.

B. Participants

A participant is an individual, other than a leader or spectator, who takes an active part in a Department event or activity. Any participant involved in a fight will be subject to the following disciplinary actions:

1. Adults (18 and over), First Offense

One year suspension as a participant and lifetime suspension as a Leader in Department programs related to the category of program in which the altercation occurred. Also, if related to a sports program, one year suspension as a spectator at all the Department’s sports, events, and activities.

2. Youth (17 and under), First Offense

One week suspension as a participant, leader, and/or spectator from Department activities related to the category of program at which the altercation occurred.

3. Youth (17 and under), Second Offense

One year suspension as a participant and/or spectator from all Department activities related to the category of programs at which the altercation occurred.

C. Spectators

A spectator is an individual who attends a Department activity or event to watch and/or as a fan. Any spectator who is involved in a fight will be subject to the following actions:

1. First Offense

One week suspension as a spectator/fan and as a participant in any Department activities relating to the category of program at which the altercation occurred. Also, one year prohibition from a leadership role in any activities relating to the program at which the altercation occurred.

2. Second Offense

One year suspension as a spectator/fan, sponsor, participant or leader in any Department activities relating to the category of program at which the altercation occurred.

II. Verbal Abuse

Verbal abuse is defined as the intentional act of insulting another individual or individuals which the aim of offending and employing profanity, name calling and personal defamation. This policy incorporated the use of physical gestures/behaviors which convey insults nonverbally. If abusive language or behavior is directed to others at a Department activity or event, the offender will be subject to the following actions:

A. Leaders and Participants

1. Adults (18 and over), First Offense

One week suspension as a leader, participant and spectator from any Department activities relating to the category of program at which the altercation occurred.

2. Adults (18 and over), Second Offense

One year suspension as a leader and participant from any Department activities relating to the category of programs at which the altercation occurred

3. Youth (17 and under), First Offense

Immediate suspension as a leader, participant and spectator/fan from the activity at which the altercation occurs, and, if activity is one of a series, from the next scheduled activity in the series.

4. Youth (17 and under), Second Offense

Suspension for the remainder of the series of season as a leader, participant and spectator/fan from all Department activities relating to the category of program at which the altercation occurred.

5. Youth (17 and under), Third Offense

One year suspension as a leader and participant from any Department activity relating to the category of program at which the altercation occurred. Also, one year suspension as a spectator/fan from all Department activities related to the category of program at which the altercation occurred.

B. Spectators

1. First Offense

Immediate suspension from the game or activity.

2. Second Offense

One week suspension as a participant and spectator from any Department activity related to the category of program at which the altercation occurred. Also, one year suspension as a leader from any Department activity related to the category of program at which the altercation occurred.

3. Third Offense

One year suspension from any Department activity related to the category of program at which the altercation occurred. Also, lifetime suspension as a leader from any Department activity related to the category of program at which the altercation occurred.

III. Racial and Gender or Religion Related Epithets

The Rocky Mount Parks & Recreation Department has zero tolerance for use of epithets related to race, color, religion, creed, gender or sexual orientation. Any person found to have used such epithets will be subject to the following actions:

A. Leaders

Lifetime suspension as a leader and participant from any Department activity or event related to the category or program at which the altercation occurred. One year suspension as a spectator/fan from any Department activity or event related to the category of program at which the altercation occurred.

B. Participants

1. Adults (18 and older), First Offense

One year suspension as a participant, leader and spectator from all Department activities and events related to the category of program at which the altercation occurred.

2. Adults (18 and older), Second Offense

Lifetime suspension as a participant and leader in all Department activities related to the category of program at which the altercation occurred. Also, one year suspension as a spectator from all Department activities and events related to the category of program at which the altercation occurred.

3. Youth (17 and under), First Offense

Immediate suspension from the activity. If the activity is one of a series, suspension from the next two scheduled activities in the series.

4. Youth (17 and under), Second Offense

One year suspension as a participant, leader and spectator from all Department activities and events related to the category of program at which the altercation occurred.

5. Youth (17 and under), Third Offense

Suspension as a participant and/or spectator from all Department activities related to the category of program at which the altercation occurred until the age of 18, or for one year, whichever is greater.

IV. Other Unacceptable Behavior

Should any incident arise at Department activities involving inappropriate conduct not specifically addressed in I., II., III., the Department may institute penalties consistent with this policy.

Procedures Following Incidents

When an incident occurs at a Department activity or event, the ranking Department supervisor or official will have the offending individual(s) escorted from the facility. If the offending individual(s) refuses to leave the premise, the Rocky Mount Police Department will be contacted and asked to enforce the ruling.

Individuals removed from the facility in this manner will be sent a registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have seven days from receipt of the letter to respond to the Department with a written statement. The response must be received by the Department's administrative office (Administration, Rocky Mount Parks & Recreation Department, P.O. Box 1180, Rocky Mount, NC 27802) on or before the seventh day after acceptance of the registered letter.

After the written statement is received, an investigation will be conducted and the Department will render judgment within 10 working days from receipt of the written response.

The investigation will be conducted by a panel consisting of the Parks & Recreation Director, the Recreation Superintendent and the head of the programming division which produced the activity at which the incident occurred. During the investigation, the individual will be suspended from all activities and events related to the program at which the incident occurred.

If, at the conclusion of the investigation, the Department rules the individual is guilty of the violation, the individual may, if he/she disagrees, file an appeal to the Parks & Recreation Director within five days of notification of the judgment. Individuals filing appeals may be asked to appear before an appeal review committee. All appeal decisions are final and not subject to review. Penalty suspensions of less than one week cannot be appealed.

Cognizant of the possibility of many contributing factors in certain situations, the Department charges its full time program staff members with the responsibility of making decisions and judgments in keeping with the Department's objectives, and gives them the authority to modify penalties according to circumstances.

The policies and procedures describe herein apply to all the divisions of the Rocky Mount Parks & Recreation Department: The Arts Center, Athletics, The Children's Museum, Neighborhood Programs, Outdoor Programs, and Special Events & Amusements.

"Coming together is a beginning; keeping together is progress; working together is success."
- Henry Ford